Average Faculty Salary $41,650, Up 6.1% in Year, AAUP Finds

Continued From Page A13

and women by rank this year are as follows:

- Full professor—$67,760 for men and $59,590 for women.
- Associate professor—$46,540 for men and $43,170 for women.
- Assistant professor—$39,810 for men and $36,020 for women.
- Instructor—$30,090 for men and $29,360 for women.
- Lecturer—$37,590 for men and $29,290 for women.

In an analysis of salary trends by region, the association reported that professors in the West Coast states have the highest salaries this year, averaging $48,230. Those teaching in the Southeastern states of Alabama, Kentucky, Mississippi, and Tennessee earn the least, averaging $35,730.

The average professor this year receives $51,400 in total compensation, a figure that includes both salary and fringe benefits, according to the A.A.U.P. report. By rank, total compensation is $65,610 for full professors, $49,420 for associate professors, $40,900 for assistant professors, $31,050 for instructors, and $34,610 for lecturers.

In a summary of demographic trends, the report said the average male professor is 48 years old and the average female professor is 43. Men dominate the profession, making up 72.6 per cent of the full-time professoriate, the report said.

A table showing average salaries by rank at more than 1,800 institutions will appear in a future issue of *The Chronicle*.

The full salary report includes, by institution, salaries by rank and sex, and average compensation by rank.

The report appears in the March-April issue of *Academe*, the association's magazine. It may be purchased for $30 prepaid from the A.A.U.P., 1012 14th Street, N.W., Suite 500, Washington 20005; (202) 737-5900. ■

	Public		Private, Independent		Church-related		All	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral Institutions								
Professor	$57,520	5.9%	$68,360	6.8%	$61,210	7.0%	$59,920	6.2%
Associate professor	42,010	6.0%	46,440	7.1%	43,810	6.4%	42,830	6.2%
Assistant professor	35,380	5.8%	39,110	7.5%	36,330	7.6%	36,110	6.2%
Instructor	24,570	4.7%	30,610	8.2%	31,190	4.8%	25,710	5.4%
Lecturer	27,420	—	34,510	—	27,400	—	29,110	—
All ranks	45,490	5.9%	53,690	7.0%	46,380	6.9%	47,080	6.2%
Comprehensive Institutions								
Professor	$49,610	6.4%	$51,000	7.0%	$48,020	7.7%	$49,710	6.5%
Associate professor	39,690	6.5%	39,740	6.7%	38,090	6.9%	39,250	6.5%
Assistant professor	32,730	6.8%	32,780	7.1%	31,900	5.9%	32,640	6.7%
Instructor	25,110	7.3%	26,470	7.2%	25,160	7.3%	25,250	5.6%
Lecturer	25,630	—	29,510	—	33,960	—	26,290	—
All ranks	40,140	6.4%	40,370	6.9%	38,510	6.9%	40,010	6.5%
Baccalaureate Institutions								
Professor	$43,270	5.4%	$46,830	6.1%	$37,620	6.6%	$42,180	6.1%
Associate professor	35,850	4.8%	35,940	6.2%	31,410	6.1%	34,030	5.8%
Assistant professor	29,650	4.7%	29,520	6.5%	26,390	5.9%	28,210	5.8%
Instructor	24,220	4.3%	24,100	5.6%	22,030	5.6%	23,210	5.1%
Lecturer	25,400	—	29,170	—	21,240	—	25,860	—
All ranks	34,420	4.9%	36,320	6.2%	30,480	6.2%	33,400	5.8%
2-year institutions with academic ranks								
Professor	$43,000	5.7%	$31,560	6.9%	$26,040	4.2%	$42,430	5.7%
Associate professor	35,990	6.3%	27,830	9.1%	25,130	5.5%	35,540	6.4%
Assistant professor	30,560	5.8%	24,620	9.6%	22,490	5.3%	30,080	5.9%
Instructor	25,850	5.7%	18,840	4.5%	18,570	4.3%	25,240	5.7%
Lecturer	22,040	—	—	—	—	—	22,040	—
All ranks	34,560	5.9%	25,210	8.1%	23,000	6.1%	33,950	6.0%
Institutions without academic ranks								
All	$34,510	5.6%	$27,320	5.6%	$22,400	3.8%	$34,390	5.6%
All institutions except institutions without academic ranks								
Professor	$53,210	6.0%	$59,600	6.7%	$44,320	7.0%	$53,540	6.3%
Associate professor	40,250	6.1%	41,210	6.8%	35,320	6.4%	39,590	6.3%
Assistant professor	33,530	6.1%	34,030	7.1%	29,080	6.2%	32,970	6.3%
Instructor	25,040	5.1%	26,030	7.0%	23,110	5.9%	24,890	5.4%
Lecturer	26,500	—	33,050	—	27,110	—	27,780	—
All ranks	41,920	6.0%	45,080	6.8%	34,910	6.6%	41,650	6.1%

— No data reported.
Note: Salary figures are based on 2,127 institutions; percentage increases are based on 1,717 institutions.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Business-Program Accrediting Group Adopts Evaluation Standards

RENO

In the latest round in the battle over who should define the quality of business education, a new accrediting group for business-administration programs has adopted evaluation standards and begun accepting applications from institutions seeking accreditation.

The new group, the Association of Collegiate Business Schools and Programs, was established last year by educators who were critical of the major business-school accrediting organization because they said its standards promoted research over teaching (*The Chronicle*, May 24, 1989).

At its annual meeting here this month, the 451 members of the new association approved two sets of standards, one for associate-degree programs and another for baccalaureate and master's programs.

"We want to move slowly at the outset so we can assure quality both in the evaluative process and in preparing institutions for the accrediting review."

"Our standards and our thrust are based upon our pursuit of excellence in teaching," said Andrew V. Stevenson, second vice-president of the association. "The many institutions out there offering quality programs want that quality validated."

Pilot Group of 12

Accreditation is a voluntary, non-governmental procedure that uses peer review to determine if programs merit public confidence.

The association plans to begin the year-long accreditation process with a pilot group of six two-year and six four-year institutions.

"We want to move slowly at the outset so we can assure quality both in the evaluative process and in preparing institutions for the accrediting review," said Mr. Stevenson, who is also vice-chancellor for student services at the Metropolitan Community Colleges District in Missouri.

The association has come under fire for duplicating the activities of the leading business-school accrediting group, the American Assembly of Collegiate Schools of Business. But Mr. Stevenson denied the criticism, saying that, among other things, the A.C.B.S.P. would be the only group to certify two-year colleges.

Faculty Qualifications

"It's very critical that community colleges have the opportunity to validate the quality of their instruction," he said. "They attract a significant percentage of minorities and immigrants, and those people will constitute a growing segment of the work force," he added.

The two groups also differ on the matter of faculty qualifications. The A.C.B.S.P. standards say that professors with appropriate doctoral degrees should teach at least 40 per cent of the baccalaureate credit hours in business and at least 70 per cent of the graduate credit hours. Those standards are slightly less strict than the assembly's.

At two-year colleges, the A.C.B.S.P. standards require, among other things, that at least 60 per cent of business courses be taught by full-time professors, and that institutions demonstrate efforts to insure that all students, including those in evening and off-campus programs, have opportunities to take classes taught by full-time professors.

Meanwhile, the American Assembly of Collegiate Schools of Business is considering substantial changes in its accreditation standards and plans to put a new system up for a membership vote next year. —JEAN EVANGELAUF

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News Summary

Articles on inside pages

The newly unearthed remains of two Elizabethan theaters have delighted and confused Shakespeare scholars: Page A4.

A Bush proposal to create institutes for global-change research irked many participants at a White House conference: Page A4.

A jury awarded $1-million to a professor who said Claremont Graduate School had denied him tenure because of his race: Page A11.

Tougher regulations to increase government supervision of for-profit trade schools are gaining support in more and more states: Page A22.

To keep U.S. students abreast of world affairs, a coalition has asked for more support of international-exchange programs: Page A23.

Stricter criteria for membership in the N.C.A.A.'s top division have been suggested by a panel reviewing the association's structure: Page A36.

There has been "serious talk" among blacks about boycotting colleges that do a poor job of educating black athletes, Arthur Ashe said at a conference: Page A36.

Buffeted by war and theft, the U. of El Salvador has been fighting to survive in virtual exile: Page A38.

The Soviet government has agreed to increase and broaden its program of aid grants to include all students with passing grades: Page A41.

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'MINORITY SITUATION A DISASTER AREA'

Universities Awarded Record Number of Doctorates Last Year; Foreign Students Thought to Account for Much of the Increase

By CAROLYN J. MOONEY

American universities awarded more doctorates in 1989 than ever before, but foreign students were thought to account for much of the increase. The number of doctorates earned by U.S. citizens was nearly the same as in 1988, as was the number earned by Americans from minority groups.

Those findings, released by the National Research Council, were included in the council's annual Survey of Earned Doctorates. The survey is sponsored by the National Science Foundation, the National Institutes of Health, the National Endowment for the Humanities, and the Agriculture and Education Departments. A detailed report and analysis of the figures will be available later this year.

Because several recent studies have predicted that the United States faces a potential shortage of professors in the coming decade, many colleges and universities are closely monitoring the supply of American doctoral-degree recipients, who traditionally have formed the pool from which future scholars are drawn.

Although there are signs that minority graduate enrollment is rising, the latest data on doctorates are likely to disappoint campuses scrambling to hire more minority professors now. Blacks earned 23.2 per cent fewer doctorates than they did a decade ago. While other minority groups increased their share, their overall numbers remained small.

Peter D. Syverson, a spokesman for the Council of Graduate Schools, said that despite the record number of doctorates awarded last year, "the major question still exists: What's happening with U.S. citizens and with U.S. minorities?"

Said Alan Fechter, executive director of the research council's Office of Scientific and Engi-

Continued on Page A11

Doctorate Recipients: U.S. Citizens by Ethnic Group

	1989	10-year change
White	20,688	– 5.6%
Black	811	–23.2
Hispanic	569	+23.2
Asian	624	+45.8
American Indian	93	+14.8
Race unknown	387	—
All U.S. citizens	**23,172**	**– 9.0%**

SOURCE: NATIONAL RESEARCH COUNCIL

Engineering Professors Are the Highest Paid for 7th Straight Year

By DEBRA E. BLUM

For the seventh consecutive year, professors of engineering are earning more than their colleagues in other fields, according to an annual survey of faculty salaries by discipline. Faculty members in nursing, home economics, and library sciences remain at the bottom of the pay scale.

The survey did not include professional-school faculty members or administrators who have professorial rank.

"Nothing short of a wholesale turnaround in the academic job market would make our results any different from before," said Richard D. Howe, a professor of leadership and higher education at Ap-

Continued on Page A20

Efforts Under Way to Persuade Universities to Use Investments to Press Business on the Environment

By DENISE K. MAGNER

As more Americans organize car-pools and sort bottles by color, the nation's colleges and universities are beginning to conclude that they, too, may soon have to deal with the environment in a new way: through their investments.

Efforts are getting under way to urge colleges, as shareholders, to apply an environmental litmus test to companies whose stocks are in their investment portfolios—and to exert pressure on businesses that don't pass it.

Likened to South Africa, Divestment

Some college officials predict that the move to turn an environmental spotlight on their investments could attract as much attention on campuses in the 1990's as divesting stock in companies that have ties to South Africa did in the 1980's.

The first signs of such attention have appeared in recent shareholder resolutions. Colleges and other investors are now voting on the resolutions, an unusual number of which concern the environment.

Gary B. Helms, vice-president of investments for the University of Chicago, says: "Potentially, the environment could attract more attention and emotion than South Africa, because everyone is affected and everyone can do something about the environment."

Many analysts, however, say the prospect of colleges' reviewing the environmental record of companies in which they invest raises many complicated questions. Among them: Is there any agreement on campuses as to what constitutes "environmentally sound" corporate behavior? Is there an objective party that could provide information about a firm's record?

"The environment affects a broader set

Continued on Page A34

- **Some scientists and lawmakers** seek an overhaul of the way the U.S. supports environmental research: Page A23.
- **Some environmentalists** want aid cut off from studies likely to increase farmers' use of pesticides: Page A23.
- **Students** on at least 2,000 campuses have been celebrating the 20th anniversary of Earth Day: Page A35.

Columbia U. Uses Philosophy of 'Selective Excellence' to Make Painful Cuts in Programs, Administration

By KAREN GRASSMUCK

NEW YORK

A wide range of scholarly and professional disciplines has long flourished at Columbia University, giving the urban campus the character of a vibrant and sprawling academic tree.

But these days the university is shearing off some of its branches. Officials say years of neglect have allowed the institution's basic structure to become overgrown and unruly.

The pruning process is called "selective excellence," a labor-intensive effort to shrink, consolidate, or weed out programs and departments of inferior quality, while cultivating those that are ultimately deemed to be superior.

Some aspects of Columbia's situation are not unique, since many of the nation's most prestigious private research universities now find their budgets pinched uncomfortably between skyrocketing costs and increasing resentment over the high tuitions they charge. They, too, have been or

Continued on Page A31

MARGINALIA

Communication on the letterhead of George Bush, addressed to "Mr. Law Library, Paul M Hebert Law Center, Louisiana State Universt":

"Dear Mr. Law Library,

"I have just been informed that at the last meeting of the membership committee of the Republican Senatorial Inner Circle your name was placed in nomination by Senator Phil Gramm and you were accepted for membership.

"Last year the Inner Circle had many outstanding members including Joe Coors, Estee Lauder, Arnold Schwarzenegger, George Shultz and Sam Walton. I know you will enjoy meeting your fellow members at Inner Circle functions in Washington and in other locations around the country.

"Barbara and I are especially excited about the news of your nomination because we will have the chance to be with you at the Inner Circle's next gathering in Washington, D.C., on May 2nd and 3rd. At that time we will be attending the Inner Circle's Spring Dinner Dance and we certainly hope you can make it. . . .

"In closing, I want to congratulate you on your nomination and I hope that you will decide to accept membership in this most important organization. Barbara and I look forward to seeing you in Washington on May 3rd. Sincerely, GEORGE BUSH"

Shall we bring our books?

■

A flyer from the National Seminars Group announcing a workshop called "Proofreading, Editing & Writing Skills" notes that one session will be held in "Louisville, AR."

■

The facts of life, according to the *Wall Street Journal:* "Female doctors have below-average rates of marriage and childbearing, two University of North Carolina demographers report; by contrast, male physicians have above-average rates."

■

Flyer found by a reader at Normandale Community College:

NEW DRAMA CLUB'S FIRST ANNUAL PLAYWRIGHT'S CONTEST RULES AND REGULATIONS

"1. All entries must be original work of the authors.

"2. Running time must stay within the 30-45 minute boundry.

"3. Title page must contain the following: author's name, address, and phone number.

"4. All entries must be typed.

"5. No nudity allowed in plays.

"6. All plays must be one-acts. . . .

"Sets should be universal as our budget is tihgt and so is our space. Creativity counts, spelling is a plus but not manditory. Controversy is fine, but remember no nudity."

We remember, we remember: Clothes are manditory. —C.G.

In Brief

Stanford to Lay Off 150 to 200 Employees

STANFORD, CAL. — Stanford University announced last week that between 150 and 200 non-academic employees would be laid off over the next 18 months as part of an effort to cut the institution's budget by $22-million.

James Rosse, provost of the university, said as many as 400 positions were likely to be eliminated by September 1, 1991, but about half of those reductions would be achieved through attrition. No teaching or research positions will be affected, he said.

Stanford announced a cost-cutting plan in February to cope with a projected $7.2-million deficit for the 1990-91 fiscal year and possible future deficits. University officials said the reductions were necessary to hold down tuition and to repair earthquake damage.

N.Y. Police Investigating Sex Assault at St. John's U.

NEW YORK—Law enforcement officials are investigating allegations by a student at St. John's University (N.Y.) that she was sexually assaulted by a number of students at an off-campus location.

According to published reports, the police are looking into charges that some members of the university's lacrosse team may have participated in the alleged assault while other members of the team watched.

The Queens district attorney's office has yet to arrest anyone in the incident. A spokeswoman for the office declined to comment on the case.

The incident reportedly occurred in early March, but initially the woman did not want to report it to the police, said Martin J. Healy, a spokesman for the university. She later reported the alleged assault to members of the university's Student Development Office, which helped her obtain counseling and other services. In the counseling sessions, Mr. Healy said, the woman decided to report the incident to police.

"The St. John's University community is deeply concerned by the reported incident," said a university statement. "The matter is now in the hands of the New York City Police Department, and the university is fully cooperating with its investigation."

Tax-Free Bonds Proposed to Help Pay Tuition

SARATOGA SPRINGS, N.Y. An expert on college financing was scheduled to unveil last week a new plan to help finance education at private colleges. Under the plan, the federal government would offer special, tax-free savings bonds that would mature at the rate of inflation plus 4 percentage points.

At maturity the bonds could be used at private colleges that agreed to limit annual tuition increases to no more than the inflation rate plus 2 percentage points.

The plan was developed by John F. Settel, a professor of business administration at Skidmore College here. Previously, Mr. Settel was senior vice-president of Prudential-Bache Securities. While there, he helped Duquesne University create the nation's first "prepaid" tuition program. That plan, started in 1985, has since been suspended.

Mr. Settel said his new plan would provide an incentive for private colleges to limit their tuition increases while at the same time not forcing them into unreasonable financial binds. —SCOTT JASCHIK

2 Fraternities Suspended After Racial Incidents

AUSTIN—Two fraternities at the University of Texas at Austin have been put on temporary suspension as a result of separate racial incidents, which sparked a series of student protests and an angry confrontation with President William H. Cunningham.

The incidents also have prompted students to demand a variety of measures to combat racism on the campus.

In one incident, a car parked outside Delta Tau Delta fraternity was painted with racist slogans and destroyed with a sledgehammer. The following day, members of Phi Gamma Delta fraternity handed out T-shirts with a racial caricature.

Mr. Cunningham ordered both fraternities suspended pending a university investigation, and issued a statement condemning racism. But many students said that was too little, too late. When the president tried to address students to reaffirm the administration's commitment to fighting racism, a crowd of nearly 1,000 students heckled him and forced him to retreat to his office.

7 Troupes Picked for American College Theater Festival

AMERICAN COLLEGE THEATER FESTIVAL

A scene from Pennsylvania State University's "On the Verge, or the Geography of Yearning," one of seven winners of the American College Theater Festival's annual competition.

WASHINGTON

Seven college theater productions, winners of the American College Theater Festival's annual competition, are being performed at the John F. Kennedy Center for the Performing Arts through this week.

The plays include two original works—one by a graduate student who won this year's National Student Playwriting award, and one by a professor.

The productions were chosen from nearly 800 entries in the competition, which is sponsored by the Kennedy Center, the Ryder System, and the U.S. Department of Education. The Ryder support included trucking all the scenery and props.

The winners are:

- Brown University, for *The Lower Rooms*, about a 16-year-old girl's growing understanding of life and pain. The play is by Eliza Anderson, winner of the student playwriting award.
- Gainesville College and Brenau College, for *The Scarlet Pimpernel*, an adaptation of the book about the shy but dashing folk hero of the French Revolution.
- Indiana State University, for *Downwinder Dance*, about a dying father, an angel, and two young people learning how to cope with the world, written and directed by Gary Stewart, a professor of theater at Indiana.
- Pennsylvania State University, for *On the Verge, or the Geography of Yearning*, a comedy about three Victorian women who take a safari through time.
- Texas Women's University, for *Six Women with Brain Death . . . or Expiring Minds Want to Know*, a musical satire on women's issues.
- The University of South Dakota for *Some Things You Need to Know Before the World Ends (a final evening with the illuminati)*, a series of sketches lampooning organized religion and its rituals.
- The University of Texas at El Paso for *Chess*, a rock musical about a Soviet chess master and his American opponent.

—JUDITH AXLER TURNER

Judge Says Community Can See Class Materials

GARDEN CITY, N.Y.—Nassau Community College plans to appeal a state court's decision giving a community group the right to view a film and slides used in a controversial sex-education course.

The college's Board of Trustees voted unanimously last week to appeal the decision by Judge George A. Murphy, a member of the Supreme Court of the State of New York, the lowest court in the state system.

A group called Citizens for a More Informed America filed suit after the college refused to allow

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Personal & Professional

'In' Box

How is it that so many college and university presidents can keep such grueling schedules?

Sometimes they can't. This month Richard Berendzen, president of American University for the last 10 years, startled many on his campus when he abruptly announced that he planned to resign only six weeks later. "Frankly, I am exhausted," Mr. Berendzen said in a resignation statement.

Mr. Berendzen is credited with improving the university's academic and financial standing. During his tenure, he also appeared on 1,200 radio and television programs, gave 1,200 lectures, and served as author or co-author of more than 150 articles and four books, according to the university.

In a 1986 book, *Is My Armor Straight? A Year in the Life of a University President* (Adler & Adler), Mr. Berendzen wrote about his frenetic schedule as president. He described everything from his relentless efforts to woo wealthy donors (including the Saudi Arabian arms broker Adnan Khashoggi, a former university trustee who has since been indicted on charges of conducting illegal real-estate dealings with former Philippine President Ferdinand Marcos and his wife, Imelda), to a student concert that grew out of control, to the heavy social calendar that gave him access to Washington power politics.

In recent years, controversy swirled at American over Mr. Khashoggi's ties to the university. Mr. Khashoggi had pledged $5-million toward a university sports center that has been named for him. Mr. Berendzen has defended the gift, but also has said that if Mr. Khashoggi is convicted, his name should be removed from the building.

In his book, Mr. Berendzen also wrote that at one point during his presidency, he read a disturbing article about the symptoms of "burnout." While some of the symptoms sounded familiar, he decided he had nothing to worry about. "Still," he wrote, "I long to have time to do nothing— . . . ."

Just what Mr. Berendzen will do next was a mystery to many on the campus last week, and the subject of much speculation. The president, who was taking time off, was unavailable to comment.

■

Stanley P. Caine, who says he has lived on or near a college campus since the age of two, now runs a campus himself. Last month Mr. Caine, the son of a former college president, was inaugurated as president of Adrian College.

Mr. Caine's father, L. Vernon Caine, served as president of Illinois College for 27 years. When the Caine family moved into the president's house there, Stanley was 14 years old.

"I certainly didn't expect to be a college president," Stanley Caine said. "But growing up at liberal-arts colleges, I developed a commitment to higher education that has turned into a career."

Universities Award a Record Number of Doctoral Degrees

Much of increase is attributed to enrollment of foreign students

Continued From Page A1

neering Personnel: "I'd classify the minority situation a disaster area."

According to the survey, the total number of doctorates awarded in 1989 was 34,319. That number surpassed the previous record of 33,755 degrees earned in 1973.

Of the 1989 recipients, 23,172—and 73.9 per cent of those whose citizenship was known—were U.S. citizens. That proportion has been declining since 1960, when U.S. citizens earned 87.8 per cent of the doctorates awarded in this country.

Women Increase Their Share

Of the 22,785 U.S. citizens whose race was known, 811, or 3.6 per cent, were black; 569 (2.5 per cent) were Hispanic; 624 (2.7 per cent) were Asian; and 93 (0.4 per cent) were American Indian. Those numbers changed little from 1988, when 813 blacks, 596 Hispanics, 613 Asians, and 94 American Indians were known to have earned doctorates, according to the most recent calculations.

Despite the record number of doctorates awarded last year, "the major question still exists: What's happening with U.S. citizens and with U.S. minorities?"

Foreign students with temporary visas earned 6,590 doctorates in 1989, while those with permanent visas earned 1,605.

Precise figures could not be determined, because 8.6 per cent of all recipients did not report their citizenship.

As they have in recent years, women increased their share of doctorates in 1989. They earned 36.5 per cent of all such degrees awarded, up from 28.6 per cent 10 years ago. For the first time, women earned more than half—50.9 per cent—of all doctorates in fields other than science and engineering. They also earned 27.9 per cent of the science and engineering doctorates, up from 20.9 per cent 10 years ago.

Mr. Fechter of the research council's personnel office said the total number of Americans earning doctorates was probably in line with the current demand for professors, since the faculty job market—while thought to be slowly improving—is not expected to open up dramatically for several more years.

Bigger Recruitment Effort

Although the number of American recipients in 1989 was lower than that of a decade ago, "comparisons that make the 1960's and 1970's the norm have to be suspect," Mr. Fechter said. That's partly because those who earned doctorates a decade ago entered graduate school at a time when there was a bigger demand for such degrees, he said. By the time they finished, however, demand had fallen, and many had trouble finding academic jobs.

That drop in demand probably contributed to a gradual decline in doctorates earned by U.S. citizens over the last decade, Mr. Fechter said. Similarly, he said, forecasts that more doctorate recipients will be needed in the future have probably contributed to an increase in graduate-school enrollment reported by some institutions (*The Chronicle*, March 14).

There are also signs that graduate enrollment of minority students is on the rise. That may be because many institutions are making a bigger effort to recruit more Americans of all races—particularly minority-group members—into doctoral programs.

Long-term prospects for minority-group members in doctoral programs, then, appear brighter than the current statistics, say those who are monitoring the progress of minority students. But in the meantime, campuses continue to compete aggressively for the relatively small pool of minority doctoral-degree recipients. Administrators eager to recruit minority professors are acutely aware of the small pool of Ph.D. recipients, and some can recite the statistics from memory at seminars devoted to the recruitment of minority faculty members.

To make matters worse, minority doctoral-degree recipients often tend to be represented far more heavily in some disci-

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Doctorate Recipients by Citizenship and Sex *

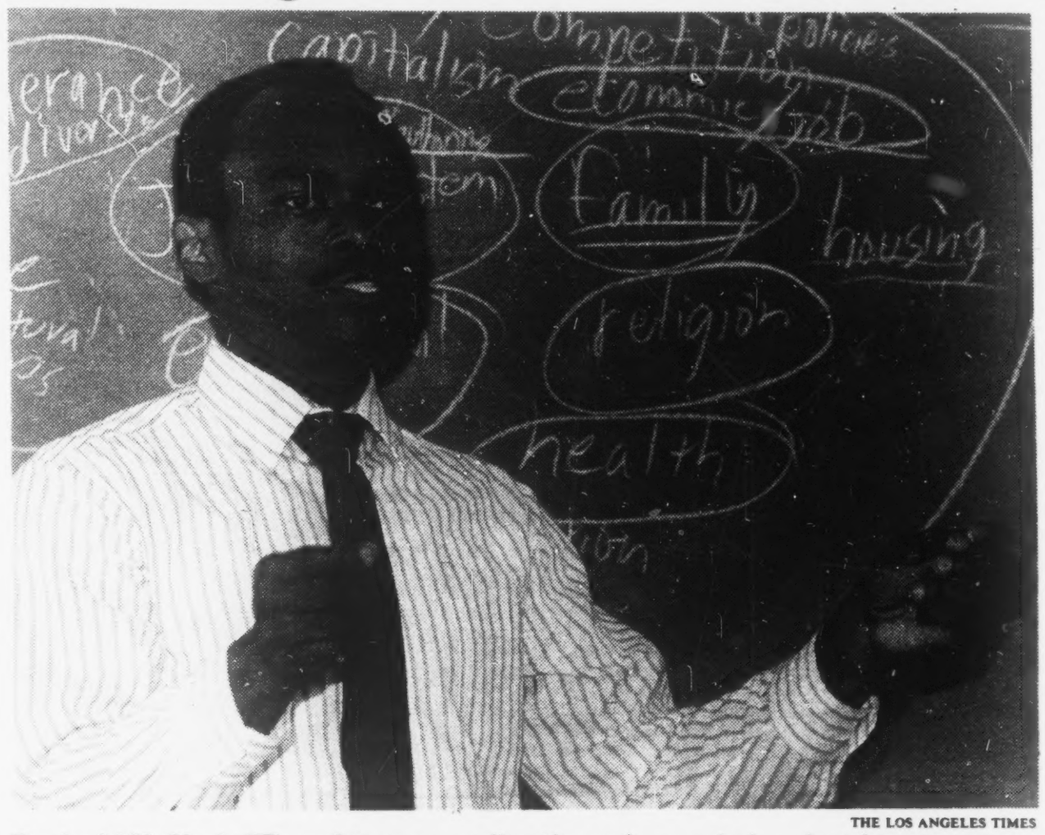
	1989	1979
U.S. citizens	73.9%	83.8%
Permanent residents	5.1	4.4
Temporary residents	21.0	11.8
Men	63.5%	71.4%
Women	36.5	28.6
Total	**34,319**	**31,239**

*Total includes doctorates of unknown citizenship status.

SOURCE: NATIONAL RESEARCH COUNCIL

CLAREMONT TO APPEAL

Cal. Jury Awards $1-Million to Teacher Who Charged Racism in Tenure Denial



THE LOS ANGELES TIMES

Reginald M. Clark: "Thoughts were reeling through my mind, . . . but the message was loud and clear. They were talking about my race while evaluating me."

LOS ANGELES

Just before noon on May 25, 1984, as Reginald M. Clark was finishing watching an educational videotape in the basement of the Claremont Graduate School's Harper Hall, he heard voices in an adjoining room.

Mr. Clark slowly recognized the voices as those of his colleagues in the education department. They were discussing his candidacy for tenure, which the school later denied.

Mr. Clark, who is black, described the experience in a recent interview as well as in testimony in a three-week trial of an extraordinary racial-discrimination lawsuit he brought against the school. The trial culminated last month with a jury finding in his favor and an award of more than $1-million in back pay and damages.

Several experts on discrimination cases in academe said the award was the largest they had heard of to an individual for sexual or racial discrimination in a tenure case.

In the lawsuit he filed in 1986, Mr. Clark asked for between $300,000 and $400,000 in salary that he estimated he would have earned had he received tenure in 1984, in addition to $500,000 for emotional distress. The jury decided on $1-million without explaining why

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